

## EXHIBIT 3

1           A       I don't know because they cut my pay  
2 raise -- they give everybody pay raise. They didn't  
3 give me.

4           Q       They didn't give you a pay raise?

5           A       They did not.

6           Q       They gave everybody else one?

7           A       Well, that is what I learned.

8           Q       Who did you learn that from?

9           A       From the men. The people working because  
10 they are happy they put -- they give them some pay  
11 raise. I said, "How about me?"

12          Q       Can you name anybody specifically?

13          A       No, I cannot. I don't remember their names  
14 anymore.

15          Q       You don't know for a fact that everybody in  
16 that department got a pay raise but you, do you?

17          A       I saw the people rejoicing. I don't know  
18 how many people get. I know I didn't get it.

19          Q       You know -- so you saw -- you saw people  
20 rejoicing. You don't know that's everybody.

21          A       Some. Some. I don't know what their names

1 are. I know just that they -- I don't know.

2 Q When do you usually get raises at the bank?

3 A We are supposed to get as what is said. It  
4 should be every year.

5 Q Did you get one every year?

6 A I don't think so because when I look at my  
7 whatever.

8 Q After you left the bank, you filed a charge  
9 of discrimination, right?

10 A That is true.

11 Q Let me have this marked as Exhibit 10.

12 (Bello Deposition Exhibit Number 10 was  
13 marked by the reporter.)

14 Q Show you what has been marked as Exhibit --  
15 I'm sorry. Show you what has been marked as Exhibit  
16 10. Do you recognize that?

17 A I saw my signature here.

18 Q That's the charge of discrimination you  
19 filed, isn't it? Is that the charge of discrimination  
20 you filed?

21 A Yes.

1 given like -- when they give -- every year they put on  
2 your table your achievement letter. Like a -- they  
3 have sort of things. Sometime they have a brochure you  
4 have to look at and choose what you want. I always get  
5 something every year for being a good worker. That is  
6 why I was surprised all you have been reading.

7 Q Did you get anything -- are you talking  
8 about awards?

9 A Yeah.

10 Q Did you get any award that was not given to  
11 anybody else?

12 A I don't know. But I always see it on my  
13 table and they put my name.

14 Q Are you talking about the pin and the  
15 clock?

16 A No. Whole lot of things like badge. Like  
17 hat. Like underwear with the bank's name. All sort of  
18 things.

19 Q Did anybody not get those?

20 A I don't know who get it. I know I see one  
21 and my name on it on my table. That's all I know.

1 Q But you don't know who else got them and  
2 didn't get them?

3 A I don't know. I have no idea.

4 Q Did you get any awards specifically  
5 addressed to you commending you and nobody else for  
6 good work?

7 A I can't know that. I'm not part of  
8 management. I'm just one of the workers. Whatever I  
9 see on my table with my name I know is mine.

10 Q Now, let's get back to the question I was  
11 asking. "Plaintiff Bello complained about his said  
12 permanent assignment to his supervisor" -- which is  
13 Phyllis, correct?

14 A Uh-huh.

15 Q -- "and managers." Who were the managers?

16 A That is Diane and her secretary.

17 Q And her secretary.

18 A Uh-huh.

19 Q Okay. Anybody else?

20 A I think that is the one I complained to.

21 Q Paragraph fourteen. You have --

(Bello Deposition Exhibit Number 12 was marked by the reporter.)

Q        Mr. Bello, I'm showing you what has been  
marked as Exhibit 12. Can you tell me what this is?

A Yes.

Q Tell me what that is, please.

A They send it -- this like congratulating people for doing a good job.

Q This is one of the awards you were speaking about?

A Well, I never saw this, so I don't know.

This is the first time --

O Well, you produced that to us, Mr. Bello.

A Okay. Yeah, this is the type of things  
that is given, like --

Q Those are given to everybody in the department, right?

A I don't know if it is everybody. I saw one  
on my table with my name. I know it is mine.

Q That's the kind -- that's one of the awards  
that you were speaking about, right?

1 A It's one of the -- some of the things.

2 Q Let me show you Exhibit 12 -- 13. I'm  
3 sorry.

4 (Bello Deposition Exhibit Number 13 was  
5 marked by the reporter.)

6 Q Do you recognize that?

7 A Yes. I received one of these.

8 Q That says NationsBank on it, correct?

9 A I don't know what.

10 Q Take a look at it.

11 A I don't know what bank, but I know I have  
12 one of these.

13 MR. SULEMAN: It says NationsBank.

14 Q So that is another one of the awards that  
15 you were speaking about isn't it?

16 A I believe so, yeah.

17 Q And you don't know whether you were the  
18 only one who got that award or whether everybody --

19 A I don't know. The one I see on my table  
20 with my name is what I know. I don't go because  
21 stripping machine is different -- a little bit -- the

1 people in the reconciliation section there is a line  
2 between us.

3 Q Are there any -- you mentioned T-shirts,  
4 correct?

5 A Yes. Something like that. Bags. Some  
6 bags sometimes.

7 Q Anything else? A plaque with your name on  
8 it?

9 A I can't remember.

10 Q What about cash awarded to you? Do you  
11 remember any of that?

12 A Cash?

13 Q Yes. Money.

14 A I don't think they awarded any money to me.

15 Q Okay.

16 A I don't know. Maybe I forgot. I don't  
17 know. I can't remember.

18 MR TOPOLSKI: Mark this.

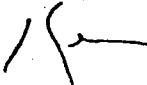
19 (Bello Deposition Exhibit Number 14 was  
20 marked by the reporter.)

21 Q Showing you what has been marked as Exhibit

Congratulations on winning the President's Leadership Cup for 1999! We would like to convey our personal thanks for another outstanding year.

The enclosed pin is a token of our thanks for the leadership you and your teammates have demonstrated. We encourage you to wear it proudly. Please continue to focus on doing the right thing for your teammates, customers and Bank of America. With your help, we'll make this another great year!

Here's to a three-peat in 2000!

  
Kenneth D. Lewis  
President and Chief Operating Officer

